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Fair, safe and productive workplaces

Labour Program

Workplace Bulletin

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Fifth Issue of the *Labour Focus* Newsletter

The Labour Program has launched the fifth issue of the quarterly newsletter *Labour Focus*. It is filled with articles, announcements, tips and facts, and information about Labour Program events, policies and programs. This issue includes a special article on the 110th anniversary of the Labour Program. Go ahead and take a look!

The *Workplace Bulletin*, issued by the **Labour Program,** is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

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Recent Collective Bargaining Settlements

Summary reports of collective bargaining settlements are presented with an emphasis on the main negotiated changes to the previous collective agreement. A few examples are mentioned below. For a complete list, see Listing of Ratified Settlements by Province.

Province, Employer, Union, Bargaining Unit, and File Number	Settlement Month/Year
Ontario Association of Millwrighting Contractors of Ontario Inc. United Brotherhood of Carpenters and Joiners of America 3,000 millwrights **0274811**	May 10
British Columbia BC Hydro International Brotherhood of Electrical Workers 1,960 utility workers and powerhouse employees **0412812**	Apr 10
Multiprovince MTS Allstream Inc. National Automobile, Aerospace, Transportation and General Workers Union of Canada 550 telephone operators and technical employees **0405210**	Mar 10

Canada

Negotech, a searchable labour relations database, gives you access to full collective agreement contract language and summary reports highlighting important benefit changes and latest wage adjustments. You can also conduct customized data searches.

Current and Upcoming Key Negotiations

Covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations				
Federal Jurisdiction, Public Sector				
Saskatchewan				
Saskatchewan Telecommunications	CEP	3,460	B	Mar 10
Multiprovince				
Government of Canada	Various unions	166,870	B/TENT	Dec 09/Dec 11
Canada Post Corporation	CUPW	54,000	ARB/B	Sep 09/Jan 11
Federal Jurisdiction, Private Sector				
Multiprovince				
TELUS Corporation	TWU	13,700	B	Nov 10
Canadian National Railway Company	CAW-Canada	4,720	CO	Jul 10/Dec 10
Canadian Pacific Railway	CAW-Canada	2,300	CO	Dec 10
NAV CANADA	CAW-Canada/ PIPSC	1,210	B/TENT	Apr 10
British Columbia				
British Columbia Maritime Employers Association	ILWU Canada	4,500	CO	Mar 10

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations (suite)				
Provincial and Territorial Jurisdictions, Public Sector				
Prince Edward Island				
Government of Prince Edward Island	PEIUPSE	1,950	ARB	Mar 10
Nova Scotia				
Government of Nova Scotia	NSTU/CUPE	11,650	B	Oct 09/Jul 10
Capital District Health Authority	NSGEU	8,350	B	Oct 10
Health Association Nova Scotia	NSNU	3,580	B	Oct 09
Halifax Regional School Board	CUPE	770	B	Jul 09
New Brunswick				
Government of New Brunswick	NBUPPE/CUPE	5,860	B	Feb 09–Dec 09
Quebec				
Comité patronal de négociation du secteur de la santé et des services sociaux	Various unions	46,720	TENT	Mar 10
Management Negotiating Committee for School Boards	Various unions	31,850	B/TENT	Mar 10
City of Montréal	Various unions	15,700	B/ARB	Dec 06/Dec 10
Gouvernement du Québec	Various unions	9,110	B/MED	Mar 10
City of Québec	Various unions	3,100	ARB	Dec 06/Dec 10
Le Réseau de transport de la Capitale	Confédération des syndicats nationaux	920	B	Jun 09
Ontario				
Universities	Various unions	9,210	B/CO	Apr/Jun/Aug 10
City of Toronto	IAFF	3,000	B	Dec 09
London Health Sciences Centre	CAW-Canada	1,190	B	Oct 10
Manitoba				
Government of Manitoba	MGEU	13,500	B	Mar 10

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations (continued)				
Provincial and Territorial Jurisdictions, Public Sector (continued)				
Saskatchewan				
Government of Saskatchewan	STF	12,000	B	Aug 10
SaskPower	CEP/IBEW	2,080	B	Dec 09
City of Saskatoon	CUPE	1,490	B	Dec 09
Alberta				
Government of Alberta	AUPE	22,000	B	Aug 10
HBA Services	HSAA	14,000	MED	Mar 11
British Columbia				
Community Social Services Employers Association	BCGEU	15,000	B	Mar 10
Health Employers Association of British Columbia	HSABC	14,000	B	Mar 10
Nunavut				
Government of Nunavut	PSAC	2,100	B	Sep 10
Government of Nunavut	NTA	640	MED	Jun 09
Provincial and Territorial Jurisdictions, Private Sector				
Ontario				
Construction Sector	Various unions	8,900	B	Apr 10
Hamilton Steel GP Inc.	USW	2,400	WS	Jul 10
Central Care Corporation	Various unions	1,660	ARB	Mar/Apr 10
Alberta				
Canada Safeway Limited	UFCW Canada	10,725	B	Mar 10
XL Foods Lakeside Packers	UFCW Canada	2,100	B	Dec 09

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations (continued)				
Provincial and Territorial Jurisdictions, Private Sector (continued)				
British Columbia				
Interior Forest Labour Relations Association	USW	4,000	B	Jun 09

* ARB - Arbitration
B - Bargaining
BaWS - Bargaining after work stoppage
CO - Conciliation
MED - Mediation
MaWS - Mediation after work stoppage
PAB - Post-arbitration bargaining
PCB - Post-conciliation bargaining
PMB - Post-mediation bargaining
TENT - Tentative settlement
WS - Work stoppage

Notes:
The short dash (–) in the **Expiry Month** column indicates that collective agreements within a same union or in various unions are expiring, for example, from September 2007 to January 2008 inclusively, and their expiry dates are presented by this short form: **Sept 07–Jan 08.**

The oblique sign (/) means that collective agreements within a same union or in various unions are expiring, for example, either on July 2007 or April 2008, and their expiry dates are presented by this short form: **Jul 07/Apr 08.**

Employer	Union	Employees	Expiry Month
Upcoming Key Negotiations			
Federal Jurisdiction, Public Sector			
Nothing to report.			
Federal Jurisdiction, Private Sector			
Air Canada	Various unions	26,180	Feb 11/Mar 11
Provincial and Territorial Jurisdictions, Public Sector			
Ontario Hospital Association	Various unions	57,970	Mar 11
Toronto Transit Commission	ATU	8,970	Mar 11
Government of New Brunswick	NBNU	5,800	Dec 10
Provincial and Territorial Jurisdictions, Private Sector			
Pratt & Whitney Canada	CAW-Canada	2,800	Feb 11

Major Work Stoppages

Involving 500 or more employees, from **October 22 to November 11, 2010**.

An updated Weekly Report and a Year-to-Date Report are available on the Web site.

Employer, Location, Union and Employees	Issues	Starting	Ending
U.S. Steel Canada Inc. Hamilton, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 939 steelworkers	Not available	Nov 7, 2010 Lockout	
Delta Chelsea Hotel Toronto, Ontario UNITE HERE Canada 500 hotel employees	Not available	Oct 27/2010	Nov 9/2010
Sears Canada (Logistics Centre) Vaughan, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 540 warehouse employees	Not available	Apr 1/2010 Lockout	

Innovative Workplace Practices – Third Quarter 2010

The Labour Program publishes a quarterly overview of workplace innovative practices.[1] This overview is based on a review of 60 collective agreements ratified between July and September 2010, inclusively. A number of innovative practices were observed in the third quarter of 2010.

Working Conditions

Red River College in Winnipeg, Manitoba and 1,300 employees represented by the Manitoba Government and General Employees' Union negotiated an agreement whereby the employer will implement a City of Winnipeg - Eco Pass bus fare discount program for all staff at downtown campuses. The 60 % discount will be effective January 1, 2011.

[1] The Workplace Information Division, Labour Program, defines innovative workplace practices as being a creative and new idea collectively bargained between a union and an employer. Included in this overview are innovations found in settlements covering 500 employees or more within provincial jurisdictions and 100 employees or more under federal jurisdiction.

Jazz Air LP and the Canadian Flight Attendants' Union (760 employees) have negotiated the full cost payment by the employer for required visas and passports, including expedited fees, medical fees, and inoculations for flight attendants on company business.

Health and Welfare

The Canadian Pacific Railway (system-wide), along with the Teamsters Canada Rail Conference, which represents 2,050 maintenance of way employees, introduced a pilot project— a free, optional drug plan. This plan will be subject to the same maximum fees as the managerial plan. Mark-up will be limited to 25% for all drug categories.

Aliments Prince Foods, Limited Partnership, a division of Bacon America and Bacon International (Olymel group), Drummondville, Quebec, and the Syndicat des travailleuses et travailleurs de Bacon Inter-America (CSN), representing 580 factory and maintenance employees, established a committee mandated to reduce insurance costs. The members will meet annually to analyze and assess these costs. In the event that the total premium, allocated to 50% for each party, exceeds the pre-established amounts, the benefits will be reviewed.

Pension

Jazz Air LP and the Canadian Flight Attendants' Union introduced a new retirement plan for 760 flight attendants. Effective September 2010, employees will contribute 2.0% of their earnings toward a pension plan. There will be an increase of 1.0% on January 1 of each year of the agreement, to a maximum that matches the employer contribution. Flight attendants will have the option of voluntary contributions up to the maximum established by the *Canada Revenue Agency Act*, which could then be put toward a Registered Retirement Savings Plan on a payroll deduction basis.

Greyhound Canada Transportation ULC, Eastern Division, and Amalgamated Transit Union, Local 1415, have established a new retirement plan for 500 bus drivers, maintenance crews and terminal workers. Recently-hired employees will not participate in the existing defined contribution provision of the Greyhound Eastern Employees Retirement Income Plan. The employer will provide a new defined benefit pension plan whereby employees will contribute a minimum of 2% to a maximum of 5% of earnings with the employer contributing an amount equal to 50% of the employees' contribution.

Vale in Sudbury and Essar Steel Algoma Inc. in Sault Ste Marie, have negotiated a new pension plan with the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and ServiceWorkers International Union. Current employees will have the option to choose between a defined contribution plan or a defined benefit plan. There will be an exception for new Vale hires, where the contribution plan is the only available option.

Work Environment

Greater Toronto Sewer and Watermain Contractors Association, Toronto, Ontario, and the Labourers International Union of North America, which represents 2,000 labourers, have reached an agreement with respect to the use of cell phones, Blackberries, iPods and/or similar devices. Effective July 5, 2010, these will be prohibited from being turned on during working hours, except during lunch breaks, regular work breaks, job-site emergencies or where prior approval is obtained from the supervisor.

Labour-Management Committee

Bell Aliant Regional Communications, Limited Partnership, Atlantic Region, and Communications, Energy and Paperworkers Union of Canada, representing 3,100 office and technical employees, are establishing a common-interest forum to improve communications and trust; develop a means of resolving differences; and maintaining a collaborative relationship.

The Government of New Brunswick and the Canadian Union of Public Employees, Local 1418, representing 1,000 health care professional employees, have created a committee for a Job Evaluation Study. This study will evaluate a proportion of all classifications in Groups 1 and 2 of the flexible series. Results of the study will not be binding on either party, but such recommendations will form the basis of the next round of negotiations.

Pipe Line Contractors Association of Canada and the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (600 welders) are implementing a drug and alcohol program that includes pre-access testing.

Equity (Hiring Procedures)

Pipe Line Contractors Association of Canada and the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (600 welders) have agreed to encourage opportunities for local and Aboriginal employment under the terms and conditions of the agreement.

Training

Saint John Construction Association Inc. and Laborers' International Union of North America (700 labourers) agreed, effective September 5, 2010, to implement a construction craft worker apprenticeship program that will provide skills training to bargaining members.

Wages

The Gouvernement du Québec, along with several union locals representing 145,120 Gouvernement du Québec employees, agreed to implement variable pension adjustments in addition to fixed wage increases, in accordance with economic growth (to a maximum of 3.5%), and inflation (to a maximum of 1%), for total possible increases of 10.5%. The clause related to economic growth foresees a possible wage increase in the third, fourth, and fifth years of the collective agreement, if the economic growth exceeds the initial projections of the 2009 plan to return to fiscal balance.

Conversely, the clause related to inflation foresees a wage adjustment of up to 1% if the Consumer Price Index (CPI) is greater than all other increases (both fixed and growth-related increases).

The Association de la construction du Québec (ACQ) and the Alliance syndicale de la construction[2], which represents 144,940 construction sector employees in Quebec, agreed to a pilot project under which the employees would be remunerated at the rate of time and a half instead of double time for the first two hours of overtime completed in a normal work week. All other overtime hours would be remunerated at double time.

This pilot project will be tested to ensure registration and remuneration for overtime, and to discourage moonlighting.

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Coming in the Next Issue

- Wage Settlements—**October 2010** Analysis and Wage Data
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update

[2] The Alliance syndicale de la construction is comprised of the Conseil provincial du Québec des métiers de la construction (CPQMC - International), the Centrale des syndicats démocratiques (CSD-Construction), the Confédération des syndicats nationaux (CSN-Construction), the Fédération des travailleurs et travailleuses du Québec (FTQ- Construction CTC), and the Syndicat québécois de la construction (Ind.).

For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as:

- negotiated wage data
- benefits
- working conditions
- work stoppages
- labour organizations
- union membership
- innovative workplace practices

For more information and a complete listing of products and services, go to Collective Bargaining Information and Analysis or contact:

Client Services at 1-800-567-6866 - Ottawa-Gatineau area at 819-997-3117.

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The *Workplace Bulletin* provides relevant information on a variety of topics. To receive the *Workplace Bulletin*, please add your name to the mailing list using the link below.

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